

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

CARGILL, INC.

Employer

and

Case 21-RC-136849

UNITED FOOD & COMMERCIAL WORKERS

UNION LOCAL NO. 324

Petitioner

ORDER

The Employer's Request for Review of the Regional Director's Decision and Direction of Election is denied as it raises no substantial issues warranting review.<sup>1</sup>

Dated, Washington, D.C., December 3, 2014

MARK GASTON PEARCE,

CHAIRMAN

PHILIP A. MISCIMARRA,

MEMBER

KENT Y. HIROZAWA,

MEMBER

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<sup>1</sup> Member Miscimarra would find that the Employer has raised substantial issues about the appropriateness of the petitioned-for unit, and he would therefore grant review. He would not, however, apply *Specialty Healthcare & Rehabilitation Center of Mobile*, 357 NLRB No. 83 (2011), *enfd. sub nom. Kindred Nursing Centers East v. NLRB*, 727 F.3d 552 (6<sup>th</sup> Cir. 2013) for the reasons stated in *Macy's, Inc.*, 361 NLRB No. 4, slip op. at 22, 31-32 (2014) (Member Miscimarra, dissenting). Rather, under the Board's traditional community-of-interest standards, he would find that potential similarities among the petitioned-for unit and the terminal, maintenance, and quality-control employees, including functional integration, similar compensation and benefits, common supervision, and interchange warrant further review of unit appropriateness.